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American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

TO: All ANA Cabinet Chairs
Doris Armstrong, M.Ed., R.N.
Pamela Cipriano, M.N., R.N.
Gail Harkness, Dr.P.H., R.N.
Ada Sue Hinshaw, Ph.D., R.N., F.A.A.N.
Ellen Manchester, R.N.

FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

DATE: January 3, 1986

RE: AIDS Task Force

The Cabinet on Human Rights proposed to the Board of Directors at its December 1985 meeting a recommendation that a Task Force be formed to coordinate the association's activities regarding AIDS (motion attached).

The proposed Task Force was not funded in the 1986 budget. However, the Committee on Finance did allocate \$3,000 for consultation services. The Cabinet on Human Rights will proceed with implementation of the proposed recommendation and invites your cabinet to participate and assist us in this activity.

The cabinet will meet February 3-5, 1986 and requests any information you may have regarding your cabinet's involvement in this area.

We are particularly concerned about future ramifications of AIDS as it will affect the nursing profession.

In addition, we are interested in compiling a list of key persons and resources within the SNAs who are currently involved in this area. We look forward to your input and participation.

JKH:PB:dg

BOARD OF DIRECTORS
DECEMBER 11-13, 1985
AGENDA ITEM 19

AMERICAN NURSES' ASSOCIATION

Report of the Cabinet on Human Rights to ANA Board of Directors

December 1985

Recommendation #1:

That the Board of Directors assign the responsibility of administering the biennial SNA affirmative action award to the Unit Assessment/Affirmative Action Committee of the Board of Directors and that a member of the Cabinet on Human Rights be available to assist this committee in developing criteria for evaluating the SNAs' activities/programs for the presentation of the award.

Recommendation #2:

That the board establish a Task Force on AIDS with representatives from the Cabinets on Human Rights, Nursing Research, Nursing Practice, Nursing Services, Economic and General Welfare, and Nursing Education, and the Committee on Ethics and the Council on Medical-Surgical Nursing Practice, and chaired by the representative from the Cabinet on Human Rights; and that the board charge the task force to 1) develop a coordinated plan to educate nurses and the public about AIDS, 2) to develop a policy statement on nurses' rights and obligations in providing care to this population and to collect data on occurrence of problems in this area; 3) to identify anticipated future ramifications for nursing and health policy posed by this disease and 4) to provide collaboration with other groups working on this issue.

STATE UNIVERSITY OF NEW YORK AT BUFFALO
Faculty of Health Sciences
SCHOOL OF NURSING

MEMORANDUM

Date: 11/25/85

TO: Cabinet Members

FROM: Juanita K. Hunter, Chair

RE: AIDS Task Force

1. It has been brought to my attention that a questionnaire was developed by the Labor Relations staff on AIDS and was to be mailed to SNA's on 11/22. I attempted to postpone this survey until after the board decision on the task force, December 12. I discussed the situation with Eunice Cole and received the following reply on 11/22.

The AIDS questionnaire was mailed as scheduled. This questionnaire had been requested by Dr. Judith Ryan's office. Dr. Ryan felt this information was needed immediately and in addition stated that several structural units had contributed to development of the questionnaire. The results will be shared with the task force.

2. I would like each cabinet member to contact a board member to inform them of the proposed AIDS task force. In addition please ask the board member if she has any questions about the recommendation. Be prepared to respond to any issues and/or concerns that may arise in the conversation.

Your assignment is

Please feel free to call me if you have any questions prior to making your call. Please make your call by December 7.

Cabinet Members

2

11/25/85

Motion

1. To recommend that the board of directors establish a task force on AIDS with representatives from the cabinets on Human Rights, Nursing Practice, Nursing Service, Research, Nursing Education, Economic and General Welfare, Committee on Ethics and the representative from the Center for Disease Control Task Force and chaired by the representative from the Cabinet on Human Rights.
2. That the board charge the task force to (a) develop a coordinated plan to educate nurses and the public about AIDS. (b) To develop a policy statement on nurses rights and obligations on providing care to this population and to (c) collect data on occurrences of problems in this area. (d) To identify anticipated future ramifications for nursing and health policy posed by this disease. (e) To provide collaboration to other groups working with this issue.
3. The Cabinet on Human Rights perceives that problems that have continued to arise in this area have now precipitated a situation of dire emergency.
4. To communicate the Cabinet on Human Rights recommendation to the Board of Directors for a task force on AIDS to all structural units and to inform all structural units of the Cabinet on Human Rights willingness to serve as an informational resource until and unless the task force is established.

JH:mal

Cabinet
Correspondence

American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
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November 25, 1985

Eunice R. Cole, President
American Nurses' Association
2420 Pershing Road
Kansas City, Mo. 64108

Dear Eunice:

As you may recall during our meeting with the Board of Directors of the National Black Nurses' Association in August, you indicated that you would respond to their concern related to the abrupt termination of a prior relationship between ANA and NBNA. You commented at the time that you could not address the specific facts in the situation, however would respond from a general goodwill posture.

I have been informed recently that the letter has not been sent. As a follow-up to that August meeting, I have explored the possibility of the Cabinet on Human Rights establishing a formal relationship with NBNA and have received a positive response from Ophelia Long, President of NBNA. I believe that your letter should precede any further action on this matter by the cabinet.

Thank you in advance for your action.

Sincerely,

Juanita K. Hunter, R.N., Ed.D.
Chair, Cabinet on Human Rights

JKH:pbe

Cabinet
Correspondence

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TO: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

FROM: Maribeth Badura, M.S.N., R.N. *MB*
Chairperson
Committee on Bylaws

DATE: March 27, 1986

RE: Committee on Bylaws Response to December 6, 1985, Letter of Cabinet
on Human Rights

At its January 9-10, 1986, meeting, the ANA Committee on Bylaws reviewed the memo of the Cabinet on Human Rights to the committee dated December 6, 1985. The committee agreed to forward to the 1986 ANA House of Delegates a proposed amendment to Article I, Section 2b and Article II, Section 2e to insert the word "religion."

The ANA Board of Directors: Interpretation and Analysis of Authority for Discipline of SNAs

The Committee on Bylaws carefully deliberated the cabinet's request for interpretation of the ANA Bylaws related to Article VI, Section 6a(1); Article I, Section 3j; Article II, Section 2b; and Article II, Section 3a(3); and the "authority for the board to review whether or not SNA bylaws provide for a human rights and affirmative action program and to enforce this provision with discipline if necessary." The following is the committee's analysis of the aforementioned sections and other sections of the ANA Bylaws which the committee believes are pertinent to this issue.

Article 2, Section 2b states "that a constituent SNA be an association that has stated purposes and functions congruent with those of ANA." "Congruent" means "being in harmony or correspondence" (Webster's New Collegiate Dictionary, 1975). The Committee on Bylaws has interpreted congruent to mean that "SNA stated purposes and functions can be greater than or less than the stated purposes and functions of ANA, but not in opposition to or conflict with those of ANA." Thus Article 2, Section 2b does not require an SNA to have all the functions and programs of ANA.

- 2 -

The ANA Board of Directors has the authority to implement policies and positions adopted by the ANA House of Delegates (see Article V, Section 5b of the ANA Bylaws as amended July 23, 1985). However, Article V, Section 5b does not give the ANA board the authority to mandate an SNA to engage in a specific program activity such as a human rights and affirmative action program.

However, the ANA Bylaws clearly provide for the protection of the members' right to participate in an SNA. (Article II, Section 3a(3) of the ANA Bylaws as amended July 23, 1985.) Further, an SNA must maintain a membership . . . "unrestricted by consideration of nationality, race, creed, lifestyle, color, sex, or age" (Article II, Section 2e of the ANA Bylaws as amended July 23, 1985) and if an SNA does not fulfill the above referenced responsibilities then Article II, Section 5a of the ANA Bylaws provides that an SNA can be disciplined. If the cabinet has knowledge of an SNA that limits the rights of members to participate in the SNA or discriminates against its members based on nationality, race, creed, lifestyle, color, sex, or age then the cabinet should report such knowledge to the ANA board in order for appropriate action to be taken.

In addition, Article VI, Section 6a(3) authorizes the Committee on Bylaws to "review the articles of incorporation and bylaws of an association that applies to ANA for constituent status in order to determine conformity with qualifications of constituent SNAs, and report its findings to the Board of Directors." The committee has determined that unless the aforementioned responsibility to protect membership rights are clearly demonstrated by the SNA, the committee cannot recommend to the board that the SNA is in conformity with the qualifications of a constituent SNA.

The cabinet requested first an interpretation by the Committee on Bylaws as to whether the existing bylaws provide sufficient authority to the board to review whether or not SNA bylaws provide for a human rights and affirmative action program and to enforce this provision with discipline if necessary. The analysis by the committee outlines scope of authority of the board, the cabinet, and the Committee on Bylaws on protection of membership rights and mandating specific programs to an SNA, as well as causes for disciplinary action.

Proposed Bylaws Amendments

Your inquiry to the committee continues:

Does the authority provided by the present bylaws render the bylaw amendment proposed and withdrawn from the 1985 house (attached) unnecessary? If the Committee on Bylaws decides the existing bylaws do not provide this authority the Cabinet on Human Rights requests the Committee on Bylaws consider this a submission of a proposed bylaws amendment to add a subsection 9 to Article II, Section 3a(9), "Provide for a human rights and affirmative action program."

The committee reviewed the 1985 action of the house on the proposed bylaws amendment for a new Article II, Section 3a(8): Provide for a human rights and affirmative action program.

- 3 -

The proposal was referred back to the Committee on Bylaws with the instructions that the Cabinet on Human Rights, Committee on Bylaws, and the Board of Directors work together to make sure that member SNAs abide by the requirements of Article II, Section 2b and Article II, Section 3a(3) by monitoring relevant SNA bylaws and policies and issuing advice or sanctions as necessary.

The committee reviewed these instructions, the verbatim of the house (attached), deliberated on the actual and potential activities of the cabinet, the board, and the Committee on Bylaws in regard to this issue, as well as the actions of the ANA House of Delegates. As no new evidence was presented to the committee that the house would reconsider its action, i.e. without mandating a specific program, there is sufficient authority for ANA to encourage and facilitate affirmative action at the state level and guarantee that there will not be discrimination in membership and membership rights. The committee encourages the cabinet to determine the extent to which SNAs are implementing the affirmative action model set forth by ANA in 1975 and report its findings to the board. Based upon that data and the analysis of the cabinet and the board, a bylaws amendment might be in order in the future. The committee will wait for your recommendations in this area. Of course if the cabinet has knowledge of an SNA that engages in discriminatory conduct (e.g. limiting rights in any manner) in respect to membership and/or membership participation, then the cabinet should report such information to the ANA board in order for appropriate action to be taken.

The Committee on Bylaws commends the Cabinet on Human Rights for its continued efforts in the area of human rights and affirmative action. We look forward to hearing from you in the future.

MB:LJS:mw

ibm6102

Cabinet
Correspondence

STATE UNIVERSITY
OF NEW YORK
DOWNSTATE MEDICAL CENTER

• COLLEGE OF NURSING - BOX 22
450 Clarkson Avenue
(212) 270-2883
OFFICE OF THE DEAN

November 21, 1983

Judith A. Ryan, Ph.D., R.N.
Executive Director
American Nurses' Association Inc.
2420 Pershing Road
Kansas City, Missouri 64108

Dear Dr. Ryan:

I read the organizational mechanism functions developed in relation to affirmative action and human rights. I find them good and helpful. I just added a couple of things that may help to make things more explicit.

As soon as you know when we can meet in early winter 1984, please let me know.

Sincerely,

Ildaura Murillo-Rohde
Ildaura Murillo-Rohde, Ph.D., F.A.A.N.
Dean and Professor

IMR/yw

Enc.

cc: Mr. David Waldron, R.N.
Dr. Juanita Hunter ✓

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TO: Patricia Sloan, Ed.D., F.A.A.N.
Ombudsman

Advisory Committee on Human Rights

David Waldron, R.N.
Mildura M. Murillo-Rohde, Ph.D., R.N.

FROM: Judith A. Ryan, Ph.D., R.N.
Executive Director

DATE: November 2, 1983

RE: Framework for Analysis of Organizational Functions Related to
Human Rights/Affirmative Action

During the last meeting of the Cabinet on Human Rights you indicated a willingness to advise me regarding the role of an ombudsman within a federated structure and the possible establishment of an office of minority affairs. Subsequently, the cabinet has asked that I describe in more detail the thinking that I have done about how we might better organize to engage in program activities related to human rights within ANA.

We have a number of organizational units engaged in one or more aspects of the broader function:

Organizational Mechanism

Cabinet on Human Rights
(Elected/Appointed Body Accountable
to the Board of Directors)

Ethnic/Minority Fellowship Programs
(NIMH Project)

Functions

Development and evaluation directed
at achieving equity within the nursing
profession and national policies
directed toward the establishment
of a health care system in which
services are provided to all people
in a manner that recognizes, values,
and accommodates the difference among
people.

Facilitate and encourage

Development of a cadre of doctorally
prepared ethnic/minority leaders in
nursing.

ANA — An Equal Opportunity Employer

-2-

Organizational Mechanism (cont.)

Ombudsman
(Consultant to Executive Director
appointed by Executive Director)

Employee Relations Committee
(Committee of the Board of
Directors)

Affirmative Action Committee
(Staff Committee)

Affirmative Action Unit Assessment
Committee
(Committee of the Board of Directors)

Advisory Panel on Human Rights
(Appointed by Executive Director)

Functions (cont.)

Protection of the rights of individual
SNA/ANA members to full participation
within the American Nurses' Association.

Monitors the employment practices of
the American Nurses' Association to
ensure their consistency with the
administrative plan for implementation
of the Affirmative Action Program.

Development and evaluation of the
administrative plan for implementation
of ANA's affirmative action program.

Systematic assessment of organizational
units at the national level to
determine how well they have responded
to affirmative action goals related to
nomination and appointment to office
in the association.

Advise executive office with regard to
overall effectiveness of American
Nurses' Association in addressing its
commitment to human rights,
and its constituent units,

I propose that we plan to meet in early 1984 to address these functions. In
the meantime, it would be helpful to receive your advice on how we might more
cost effectively structure these functions.

*I think that early winter 1984 will be good
for me to meet. But I need to know a soon
as possible before something else develops.*
JAR:ksp
cc: Cabinet on Human Rights * *fill the plan.*

*I would like to see a little more involve-
ment of the Cabinet at some point in
matters of human rights. I do like the
idea that the Board is very involved in
implementation and accountability of
affirmative action and upholding human
rights and their protection.
M. Murillo-Rohde.*

Cabinet
Correspondence

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TO: Gail Harkness, Dr.P.H., R.N.
Chairperson
Cabinet on Nursing Education

FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

DATE: March 10, 1985

RE: Recruitment of Minority Nurses

In October 1984, the Cabinet on Human Rights appointed a task force charged to review the affirmative action program, to consider what the cabinet's approach might be in developing human rights policies, and to consider the revision of the model for affirmative action/unit assessment in light of the 1984 House of Delegates report on commitment and action on human rights. The final report of the subcommittee was accepted at the cabinet's September 1985 meeting, and recommendations of the subcommittee were discussed at the February 3-5, 1986 cabinet meeting.

One of the conclusions of the subcommittee, based upon available data, was that minorities are underrepresented in the profession and in the nurses' association. A particular concern is that the number of black nurses in younger age groups seems to be decreasing. The subcommittee suggested that the Cabinet on Human Rights collaborate with the Cabinet on Nursing Education to develop a plan to encourage the recruitment of minority nurses with leadership potential into the nursing profession.

The Cabinet on Human Rights is interested in exploring means of implementing the subcommittee's recommendation, and is particularly interested in learning about any current or on-going efforts by the Cabinet on Nursing Education which promote the recruitment and retention of minority nurses in the profession.

JKH:PB:dp

cc: Catherine Foster, Ph.D., R.N.
Irene Trowell-Harris, Ed.D., R.N.
Pat Bast

Cabinet
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TO: Cabinet on Human Rights

FROM: Judith A. Ryan, Ph.D., R.N.
Executive Director

DATE: October 15, 1985

RE: The American Nurses' Association Ability to Focus Proper
Attention on Minority Affairs

Concern about the evolving role of the Cabinet on Human Rights and the ability of the American Nurses' Association to focus proper attention on minority affairs within a federated structure was first brought to the attention of the Executive Director in September, 1983.

In January, 1984, the executive called together representatives of all ANA official and staff structures related to human rights and affirmative action to explore ways in which the consistency between and among ANA policies regarding human rights and organizational practices regarding human rights might most effectively be assured. Recommendations from that group appear on pages 4 and 5 of the draft meeting summary attached. (Exhibit I)

As follow up to that meeting:

- the role of the ombudsman was brought to closure
- a document describing the structure and functions of all organizational units related to human rights and affirmative action was drafted and disseminated to meeting participants for review and comment
- the executive director began to explore various proposals for staff structures through which to implement strategic directions and program activities put forward by the Cabinet on Human Rights. (A chronology of those events is described in Exhibits A and B).

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TO: Pamela Cipriano, M.N., R.N.
Chairperson
Cabinet on Nursing Practice

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
Chairperson
Cabinet on Human Rights

DATE: March 10, 1986

RE: Task Force on AIDS

At its February 3-5, 1986 meeting, the Cabinet on Human Rights discussed the composition and structure of the AIDS Task Force which the cabinet proposed to the ANA Board of Directors. While the Task Force was not funded in the 1986 budget, the Committee on Finance did allocate \$3,000 for consultation services. The Cabinet on Human Rights intends to proceed with implementation of the recommendations made to the ANA Board and would like to thank the Cabinet on Nursing Practice for appointing Patricia E. Martinell, M.N., R.N. to this Task Force.

The suggested composition of the Task Force is a coordinating committee, consisting of two members of the Cabinet on Human Rights, representatives from the Cabinet on Economic and General Welfare and the Cabinet on Nursing Practice, and a resource person from the Committee on Ethics. ANA's representative to the Centers for Disease Control will be invited to participate. James Welch, B.A., R.N. will chair the Task Force.

Further information is being developed by the cabinet and ANA staff and will be forwarded to Ms. Martinell. Mr. Welch will appreciate hearing any comments or suggestions the Cabinet on Nursing Practice may wish to offer. Thank you for your cooperation.

JKH:PB:dp

cc: Irene Trowell-Harris, Ed.D., R.N.
Pat Bast
Patricia E. Martinell, M.N., R.N.
Irma Lou Hirsch, M.N., R.N.
Karen Harrell

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TO: Mila A. Aroskar, Ed.D., R.N., F.A.A.N.
Chairperson
Committee on Ethics

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
Chairperson
Cabinet on Human Rights

DATE: March 10, 1986

RE: Task Force on AIDS

At its February 3-5, 1986 meeting, the Cabinet on Human Rights discussed the composition and structure of the AIDS Task Force which the cabinet proposed to the ANA Board of Directors. While the Task Force was not funded in the 1986 budget, the Committee on Finance did allocate \$3,000 for consultation services. The Cabinet on Human Rights intends to proceed with implementation of the recommendations made to the ANA Board.

The suggested composition of the Task Force is a coordinating committee, consisting of two members of the Cabinet on Human Rights, representatives from the Cabinet on Economic and General Welfare and the Cabinet on Nursing Practice, and a resource person from the Committee on Ethics. James Welch, B.A., R.N., will chair the Task Force. The ANA representative to Centers for Disease Control will also be invited to join the Task Force.

The cabinet requests that the Committee on Ethics recommend one of its members to serve as a resource person to advise the Task Force on ethical issues encountered in its work. In addition, Mr. Welch will appreciate any ideas or suggestions the committees may wish to offer. Thank you for your cooperation.

JKH:PB:dp

cc: Irene Trowell-Harris, Ed.D., R.N.
Pat Bast
Carol A. Grimaldi
Irma Lou Hirsch, M.N., R.N.

Cabinet
Correspondence

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TO: Annie J. Carter, Ed.D., R.N.
Chairperson
Board of Directors Committee on
Unit Assessment/Affirmative Action

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
Chairperson
Cabinet on Human Rights

DATE: March 10, 1986

RE: SNA Affirmative Action Award

At its February 3-5, 1986 meeting, the Cabinet on Human Rights reviewed the criteria developed by the Committee on Unit Assessment/Affirmative Action for the SNA Affirmative Action Award. The cabinet would like to commend the committee for the development of these criteria, and would especially like to thank the committee for undertaking the administration of this award.

The cabinet appreciated the opportunity to provide input to the committee in developing these criteria and is available to you if further assistance is desired.

We look forward to the announcement of this year's winner.

JKH:PB:dp

cc: Irene Trowell-Harris, Ed.D., R.N.
Pat Bast

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TO: Maribeth Badura, M.S.N., R.N.
Chairperson
Committee on Bylaws

FROM: Juanita K. Hunter, Ed.D., R.N. *JKH*
Chairperson
Cabinet on Human Rights

DATE: March 10, 1986

RE: Action of the Committee on Bylaws

The Cabinet on Human Rights, at its February 3-5, 1986 meeting, reviewed the action of the Committee on Bylaws, including the proposed amendments to ANA Bylaws. The cabinet is pleased that the Committee on Bylaws is forwarding a proposal to amend the bylaws by adding 'religion' to the non-discriminatory clauses.

The cabinet had also requested that the committee review and comment upon the provision in ANA Bylaws for disciplinary action against SNAs who do not provide human rights and affirmative action programs. The Cabinet on Human Rights reviewed a draft of the committee's decision at its February meeting, and would like to thank the committee for the careful consideration given its request. We look forward to receiving your final report.

JKH:PB:dp

cc: Linda Shinn, M.B.A., R.N.
Pat Bast
Irene Trowell-Harris, Ed.D., R.N.

Cabinet
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TO: Sharon R. Lunn, M.S., R.N.
Staff Specialist
Educational Services

FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

DATE: March 10, 1986

RE: Convention Programming

Thank you for your letter of December 12, 1985, which clarified several issues related to convention program planning. Your letter was shared with the Cabinet on Human Rights during their February 3-5, 1986 meeting. The cabinet appreciated your thorough description of the process by which educational sessions are selected for the convention. We are pleased to co-sponsor the session "The Financially Uncompensated: Access to Care" with the ANA Center for Research.

Again, thank you for taking the time to clarify the convention program policies and the selection process for the cabinet.

JKH:PB:dp

cc: Irene Trowell-Harris, Ed.D., R.N.
Pat Bast

January 23, 1986

Dr. Irene Trowell-Harris
Senior Staff Specialist, Social and
Economic Affairs
Policy Development and Strategic Planning
American Nurses' Association
2420 Pershing Road
Kansas City, Mo. 64108

Dear Dr. Trowell-Harris:

I received your letter of inquiry regarding the criteria for SNA Affirmative Action Award, Saturday, January 11, 1986.

Thank you for allowing me the opportunity to have some input into this most important award. Dr. Hunter was correct to suggest that I might serve as a source for historical information. I did search my files (packed away for almost 3 years) and found several letters, minutes and personal notes pertaining to this award.

The following is what I suggest as a start/introduction for the award and continue with the criteria:

Historical Perspective of the SNA Unit
Assessment/Affirmative Action Award

Affirmative Action programming became a reality for the American Nurses' Association in 1949 in Atlantic City, New Jersey, when the House of Delegates endorsed a plan to "remove as rapidly as possible, barriers that prevented full employment and professional participation of nurses belonging to minority racial groups . . .

In 1951 the National Association of Colored Graduate Nurses was dissolved, with an outstanding commitment from the ANA that participation of racial minority nurses in the ANA, would receive strident promotional efforts.

From 1952 until 1972* major resolutions were passed by the ANA House of Delegates, that addressed the critical areas of membership, participation of racial minorities at all levels in the professional organization, and the

*available there at ANA in House of Delegate records

Dr. Irene Trowell-Harris

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January 23, 1986

education of racial minority nurses.

In 1972 the Commission on Nursing Research sponsored three major resolutions that initiated an Affirmative Action Program at the national level, and outlined the need for encouragement and promotion of affirmative action programs at the state and local levels.

The Commission on Human Rights was a direct outgrowth of the 1972 resolution, with the actual establishment of the Commission on Human Rights in 1977. In 1978 the first SNA Affirmative Action Award was given. [The conversation for the reader, criteria was general, simple, and to the point]: . . . "to the SNA making the most overall improvements in human rights programming, and affirmative action policies.

[I suggest the following criteria and title]:

Criteria for Selection of Affirmative Action
Award Recipient(s)

- To the SNA for outstanding development and implementation of affirmative action policy/programming that facilitates the elimination of all barriers that prevent the free participation of racial/ethnic minorities in the total organizational program.
- Development and implementation of programs/funds that promote multi-cultural awareness in both consumer and provider of health services.
- Development and implement/assist programs that recruit and retain racial/ethnic minorities in nursing education programs.
- Recognize/Honor the achievement of ethnic/racial minorities through an effective ongoing recognition program, to enhance their image.
- To develop and implement organizational policy that influences/directs the quality of care provided to minorities, i.e. sponsorship of legislative bills, and support of such bills, local, state, and national.
- Development of affirmative action policy/programs which seeks to increase ethnic/racial membership in the nursing organization at all levels (national, state and local).
- Development of affirmative action policy that noticeably increases the number of positions of elected and appointed ethnic/racial nurses on critical decision-making committees, commissions, boards and related health care groups.

Dr. Irene Trowell-Harris

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January 23, 1986

- Actively develop and implement organizational policy/programs which improve and increase the number of cultural studies programs available to nursing education programs, both local and regional.
- Actively seek and identify those factors which affect and diminish the education, employment, and full advancement of ethnic/racial minorities in nursing.

The Process

During the selection process the committee persons may want to decide that at least 2/3 of the criteria must be met before any consideration for receiving the award is given.

I am sure you are aware of the need for SNA's to receive these criteria as soon as possible.

You also need to know that the first unit assessment was done in 1972. Of the 50 states, D.C., Guam, and Virgin Islands queried, 43 states responded. The number of states responding decreased over time. During my tenure as chair of CHR the highest number responding was 38. At no point in the history of the assessment did more than 6 states declare any action or plans in the area of affirmative action. In fact, in 1982/83, 38 states admitted to no affirmative action efforts, for various reasons.

I sincerely hope that this information is helpful to you. Feel free to call or write if you should have questions. Also feel free to edit as you see necessary.

Yours sincerely,

Marian Davis-Whiteside, MPH, RN
Retired Professor of Nursing from University
of North Carolina at Greensboro, and Former
Chair of ANA's Cabinet on Human Rights

Rationale of Cabinet on Human Rights for appointment of Dr. Betty Mitsunaga as Chairperson

The Cabinet on Human Rights is extremely concerned about continuity of its leadership for the next year. Given the possibility that membership of the cabinet could include four new members, the cabinet believes that appointment of a chairperson with experience on the cabinet is essential.

Dr. Betty Mitsunaga has currently served on the Cabinet on Human Rights since 1982. In addition, Dr. Mitsunaga has had previous experience on the former Commission on Human Rights and the Commission on Nursing Research.

Dr. Mitsunaga is familiar with the structure of ANA and the duties of a cabinet chair. She has throughout her tenure on the cabinet shared her vast knowledge and expertise in research, nursing education and administration. She has freely applied this expertise to critiquing reports, development of surveys and creative problem solving.

Further, she has demonstrated an exceptional ability to critically analyze current and future health care needs. Dr. Mitsunaga is sensitive to and knowledgeable about the vast implications of human rights and affirmative action issues as they relate to clients, nurses and the entire community. We request that this rationale be considered in your deliberations.

American Nurses' Association, Inc.

2420 Pershing Road, Kansas City, Missouri 64108

(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
1101 14th Street, N.W.
Suite 200
Washington, D.C. 20005
(202) 789-1800

December 12, 1985

Juanita K. Hunter, Ed.D., R.N.
Chair, Cabinet on Human Rights
127 Shirley Avenue
Buffalo, New York 14215

Dear Dr. Hunter:

Thank you for your letter of November 18, 1985, regarding the concerns of the Cabinet on Human Rights relative to the 1986 ANA Biennial Convention Program. The education sessions for the convention were selected by a panel of ANA officials using a criteria based review tool. Approximately five proposals relating to the issue of access to care were received by the panel. The proposal submitted by the ANA Center for Research entitled "The Financially Uncompensated: Access to Care" was the one of the five proposals selected by the panel for presentation at the 1986 convention.

Though there were some commonalities between the proposals submitted by the Cabinet on Human Rights and the one submitted by the ANA Center for Research, the latter was not developed on the basis of the former. In fact, submission of the Center's proposal preceded receipt of those from the Cabinet. Being informed of the similarities of the programs, the Center invited the Cabinet to participate as a co-sponsor of the session "The Financially Uncompensated: Access to Care" in recognition of a common interest and as a courtesy to the Cabinet.

By long-standing ANA convention program policy, plenary sessions are sponsored by cabinets, the Nursing Organization Liaison Forum (NOLF) and the Committee on Ethics. Education breakout sessions are the prerogative of ANA Councils, affiliate organizations and staff/management units. Councils, affiliate organizations and staff/management units may choose to invite co-sponsorship as they deem appropriate. Had the Cabinet's proposals been given priority by the review panel, the Cabinet would have been paired with a session sponsor according to convention program policies.

Cabinet
Correspondence

Juanita K. Hunter, Ed.D., R.N.

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December 12, 1985

It is certainly the wish of the Center for Research that the Cabinet on Human Rights respond affirmatively to its invitation that the Cabinet co-sponsor the session previously mentioned as it is designed. The moderator and speakers for this session are confirmed.

Thank you for sharing your concerns. If you have questions, please do not hesitate to contact us.

Sincerely,

Sharon R. Lunn, M.S., R.N.
Staff Specialist
Educational Services

SRL:rw

cc: Cheryl Thompson, M.A.
Linda Shinn, M.B.A., R.N.
Pauline Brimmer, Ph.D., R.N.

2420 Pershing Road, Kansas City, Missouri 64108

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Eunice R. Cole, R.N.
President

Justin A. Ryan, Ph.D., R.N.
Executive Director



Washington Office:
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TO: Juanita Hunter, Ed.D., R.N.
Chairperson
Cabinet on Human Rights

FROM: Eunice R. Cole, B.S.N., R.N.
President

DATE: April 1, 1985

RE: Board of Director's Action on the Report of the Cabinet on Human Rights

During its March 6-8, 1985 meeting, the Board of Directors reviewed the report of the Cabinet on Human Rights which met January 16-18, 1985. On behalf of the board members, I would like to thank you for meeting with us and providing insight into the cabinet's work and recommendations.

The board accepted the cabinet's report on "Commitment and Action on Human Rights" that identifies international, national, and organizational areas of responsibility for action. I would like to commend the cabinet for its comprehensive, thoughtful work in fulfilling its responsibility to develop policies and plans to carry out recommendations from the report adopted by the 1984 House of Delegates on "Commitment and Action on Human Rights."

The board also approved action that ANA, through the Cabinet on Human Rights, continue to monitor work of human rights organizations and identify human rights initiatives that may be appropriate for ANA endorsement, and to monitor information on human rights and share it with SNAs as appropriate.

The board accepted the cabinet's recommendation on advising SNAs on the ways individual nurses can be most effective in expressing their concerns about human rights violations in El Salvador. This action has been communicated to SNAs in the March 1985 Board of Directors' Summary of Action, and an article has been printed in the April 1985 issue of The American Nurse.

Upon the recommendation of the cabinet, the Board of Directors will be sending a letter in support of issuance of a commemorative postage stamp in honor of Mary Eliza Mahoney, the first black graduate nurse in the United States. SNAs and SNA members have been encouraged also to write letters through the board Summary of Action and an article will be featured in the April 1985 issue of The American Nurse.



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May 10, 1985

MEMORANDUM

TO: Eunice R. Cole, B.S., R.N.

FROM: Juanita K. Hunter, Ed.D., R.N.
Chairperson, Cabinet on Human Rights

RE: Chinese-American Conference

The Cabinet on Human Rights has noted with interest the upcoming Chinese-American Conference on Nursing being planned for April 1986. The information cited in the February/March 1985 Intercom identified that the socio-political environments of the United States and China would be subject of discussion as well as issues in nursing administration, education, practice, research and organized nursing. Also, additional section chairpersons will be selected by the Cabinets on Nursing Education, Nursing Practice, Nursing Research, and Nursing Services.

The Cabinet on Human Rights continually monitors the socio-political environment and its effect on nursing in the United States. Therefore, the Cabinet is particularly interested in participating in this endeavor. In addition two members of our Cabinet have recently traveled to China as group leaders of study tours and are willing to share their expertise with the planning group.

JH:pbe
cc: Lynn Eddy; CHR, Cabinet Members

-2-

The board reviewed the cabinet's report and recommendations on "Malnutrition and Hunger" and approved a recommendation that it be forwarded to the 1985 House of Delegates through the hearing process. The ANA Reference Committee will be reviewing the proposal at its May 1985 meeting.

The Board of Directors deferred action on the cabinet's recommendation to designate a portion of the funds allocated to the nursing education public relations project to be added to the BSN Completion Scholarship Program Fund administered by the Ethnic/Racial Minority Project. The board will be able to consider action on the recommendation in July 1985 after it has the opportunity to discuss financial relationships between ANA and the American Nurses' Foundation since ANF may be considered as a potential source for seeking scholarship monies. The board is pleased with the ability of the program to attract so many deserving students seeking to complete their baccalaureate education.

The board considered the cabinet's concerns that the 1986 ANA Convention theme be broad enough to encompass a plenary session on access to care. The board adopted the convention theme "Planning for Tomorrow: Securing Nursing's Future." The board understands that the cabinet has a representative on the convention plenary session program planning committee where the cabinet's suggestion can be presented.

I am pleased to inform you of the board's action to establish an Honorary Human Rights Award commencing in 1986, as recommended by the board's Committee on Honorary Awards upon the proposal developed by the Cabinet on Human Rights. The award recipient will be a current SNA member whose contributions and accomplishments have been of national significance to human rights and who has influenced health care and/or nursing practice.

Again, Juanita, thank you for your time with the Board of Directors. The board is appreciative of the cabinet's work in addressing human rights issues in the interest of society, health care, and the association.

ERC:CAG:bl:5:6

cc: Lyndall Eddy
Karen Tucker ✓



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November 14, 1985

Judith Ryan, Ph.D., R.N.
Executive Director
American Nurses' Association, Inc.
2420 Pershing Road
Kansas City, Mo. 64108

Dear Dr. Ryan:

I have been invited to attend the Advisory Committee of the Ethnic/
Racial Minority Fellowship Program on November 25 and 26, at the Marriott
Hotel, Marco Island, Florida.

The meeting will focus on current issues in nursing and strategies for
greater involvement with the national organization. I have been asked to
participate in a panel and to report on activities of the Cabinet on Human
Rights.

I am requesting funding to cover my expenses for this trip. Thank you
for consideration of this matter.

Sincerely,

Juanita K. Hunter, R.N., Ed.D.
Chair, Cabinet on Human Rights

JKH:pbe

Cabinet
Correspondence



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Cabinet
Correspondence

November 20, 1985

Ms. Patricia McCarty, Editor
American Nurse
American Nurses' Association
2420 Pershing Road
Kansas City, Mo. 64108

Dear Ms. McCarty:

The workshop summary is forwarded to you as per our recent telephone conversation. I am also sending along a copy of the complete list of recommendations.

Please feel free to call me if you have any questions (716-831-3842).

Sincerely,

Juanita K. Hunter, R.N., Ed.D.
Chair, Cabinet on Human Rights

JKH:mal

STATE UNIVERSITY OF NEW YORK AT BUFFALO
SCHOOL OF NURSING

The "Surgeon General's Workshop on Violence and Public Health" was held on October 27 through the 29 at the Xerox Training Center in Leesburg, Virginia. Over one hundred fifty knowledgeable individuals representing a wide range of professions and disciplines were invited to participate in the workshop. Dr. Juanita K. Hunter, Chairperson of the Cabinet on Human Rights, was among the twenty-two nurse participants.

Dr. C. Everett Koop, Surgeon General, stated in his invitational letter that "interpersonal violence has become one of the major public health issues of our time. . . The high incidence of child abuse, spouse abuse, rape, assault, elder abuse, and homicide in America continues to threaten the integrity of our social fabric."

The participants prepared for the conference by responding to a Delphi survey several months prior to the conference. The survey questions related to the role of education, research and delivery of services in addressing the problem of interpersonal violence. The results of this survey provided a base for areas of discussion at the workshop.

Dr. Koop gave the charge to workshop presentors on Sunday, October 27 and on Monday, October 28, presentations by experts provided an overview of interpersonal violence and identification of current innovative programs in operation. Following these presentations, program participants subsequently explored specific topics in assigned work groups for the next day. Each work group was directed to respond to the following areas as they related to their topic:

- (1) the role of professional and community education
- (2) the future agenda in research
- (3) the organization and delivery of services and
- (4) the potential for interdisciplinary cooperation and coordination.

Summaries and recommendations were presented to the Surgeon General during the closing session on Tuesday, October 29. Several recommendations were specific to the nursing profession and to the associations. They are:

- (1) The education of health professionals should include training in the identification, treatment and/or referral of victims, perpetrators and persons at high risk for interpersonal violence
- (2) The Public Health Service should encourage the health professions to include questions on violence as a health/mental health problem in state licensure and national board exams
- (3) The Public Health Service should actively encourage the American College of Emergency Physicians, the National Association of Social Workers, the American Nurses' Association, and other organizations involved with emergency medicine to review concepts and procedures of emergency care for direct and indirect victims of assault and homicide. Particular attention should be directed to the need for improved procedures for identification, assessment, treatment and referral.
- (4) The nursing assessment of pregnant women should routinely include questions concerning spousal abuse. A pregnant woman who is abused physically or sexually should be identified and the pregnancy classified as high risk.

- (5) Standards of practice for the various disciplines of health professionals should include recommendations for standards of care which include identification of victims and abusers and appropriate intervention and prevention strategies.
- (6) Research on prevention, causality, treatment and intervention of spouse abuse and family violence should be given high priority.
- (7) Certifying and credentialing procedures should include questions concerning the subject area of spouse abuse.

The Surgeon General acknowledged in his response to the entire list of recommendations that many suggested actions and activities were outside of the purview of the Public Health Service. He stated he would work to implement those recommendations appropriate for that office and would ask professional schools, associations and other agencies to become actively involved in accomplishing the others. The Cabinet on Human Rights will review the entire list of recommendations for possible further action at its February 3-5 meeting, 1986.

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November 18, 1985

Martha Orr, Executive Director
New York State Nurses' Association
2113 Western Avenue
Guilderland, New York 12084

Dear Martha:

As you know, I have seriously considered the request of the Cabinet on Human Rights that my name be submitted as a potential candidate for the Board of Directors of the American Nurses' Association.

I have carefully reviewed the consent to serve form and feel the potential for conflict of interest between ANA board member and president-elect of NYSNA precludes me from accepting the recommendation.

I am grateful to the Cabinet on Human Rights for their confidence in my ability to serve ANA.

Sincerely,

Juanita K. Hunter, R.N., Ed.D.
President Elect
New York State Nurses' Association

JKH:pbe
cc: Cabinet on Human Rights

Cabinet
Correspondence

August 6, 1985

TO: Cabinet on Human Rights Members
FROM: Juanita K. Hunter, Chairperson
RE: Thoughts on House of Delegates Meeting

1. I am pleased that we had such excellent representation at the HOD Meeting.
2. Because we have only two meetings before the convention next year we will need to be very clear about what we want to accomplish at our October 14-16 meeting. I hope you will start jotting down thoughts and your ideas now.
3. I think we need to begin developing a long range plan for the Cabinet which can be incorporated into the board's long range plan. We may need to establish a subcommittee to do this and to contact key people to get their input (i.e. Ethelrine Shaw-Nickerson, Ildaura Murillo-Rohde, Grayce Sills, etc.). What are your thoughts?
4. We must come to our meeting with suggested nominees for the awards, particularly the Human Rights Awards, and suggested nominees for the Nomination Committee. Also, please try to determine if these individuals are willing to serve.
5. There is some leftover work which Lynn Eddy has not completed. I will discuss these areas with her when she returns from vacation in late August.
6. The new staff person for the Cabinet starts on August 26. Her name is:
7. The other issue we will need to spend some time on is to develop a better strategy to get the by-laws amendment passed next year with a positive commitment to implementation thereafter. Please note letter to Eunice.
8. Lastly, I have a \$30 room rental for the room at the Hyatt in which the Minority Caucus was held. Your contributions to help defray this cost would be appreciated.

Enjoy the remainder of the Summer!

JKH:pbe

Cabinet
Correspondence

Recd

Address: M. Merrill, Col. D., R.N., F.A.A.N.
Dean and Professor, U.S. of Nursing
Box 22, State University of New York
Sturmata Medical Center
450 Madison Avenue
New York, New York 10017

Dear Sir,

On behalf of the Cabinet on Human Rights I want
like to express their gratitude to you for the efforts you
undertake in making a visit to the Board of Trustees
of H.H.H.

The impulsion for these positions is always given and
usually every one cannot miss. We hope that some will
further your work the opportunity to help upon the position
you are acquiring from the experience.
Finally, you will continue to share your many
talents with the professional associations that you have
given so freely to the Cabinet on Human Rights. We
Cabinet wish you the best of luck in your retirement
and in your future endeavors.

Truly,
President & Secretary, Chair
Cabinet on Human Rights

Cc. Cabinet members

Recd

President H. Ogden, Ph.D., R.N.
Executive Director
American Nurses' Association, Inc.
2420 Oakridge Road
Kansas City, Mo. 64108

Dear Mr. Ogden:

On behalf of the Cabinet on Human Rights I want
like to thank you for meeting with our cabinet on
Monday, July 21 during the annual meeting of the House of
Delegates. The cabinet members appreciate the opportunity to
dealings with you about the work of the cabinet.
The cabinet members are convinced that the
meeting was productive and that you have been a
most helpful participant in the meeting and human relations
to our work. We look forward to a follow up discussion
with you when we meet in October and to many
fraternalities years.
In addition, the cabinet would like to offer
its assistance in the initiation of the new staff
person assigned to the Cabinet on Human Rights.
Again, thank you for your cooperation in facilitating
the work of the cabinet.

Sincerely,
0

Cabinet
Correspondence

American Nurses' Association, Inc.
2420 Pershing Road, Kansas City, Missouri 64108
(816) 474-5720

Eunice R. Cole, R.N.
President

Judith A. Ryan, Ph.D., R.N.
Executive Director
November 25, 1985



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CABINET ON HUMAN RIGHTS
FEBRUARY 3-5, 1986
AGENDA ITEM 4.2.2
TAB NO. 7
ATTACHMENT NO. 2

Ophelia Long
President
National Black Nurses Association
PO Box 18358
Boston, Massachusetts 02118

Dear Ophelia,

Please convey my belated but very sincere thanks to all who made my stay during your meeting in St. Louis so very pleasant. I appreciated the opportunity to be with you and to bring greetings to your members on behalf of the American Nurses' Association.

It was very kind of you to arrange for Juanita Hunter and I to join you and your board members for lunch. Our discussion was very helpful to me, especially the interaction we had about the ANA House of Delegates action on Titling and Entry. Juanita and I have discussed the importance of re-establishing a liaison with NBNA and we would like to set up a meeting with representatives of both our organizations in 1986.

In order to pursue possible meeting dates, someone from our staff will be contacting your headquarters office in the near future. Juanita and I will continue to be in touch and if my schedule permits, I will join Juanita and members of our Cabinet on Human Rights during the meeting.

We missed you at the Nursing Organization Liaison Forum meeting held recently. We had a very full, interesting day. You will be receiving a follow-up report of the meeting.

Again, thank you for the warm hospitality accorded to me during your convention. We look forward to ongoing communication.

Happy Holidays!

Eunice R. Cole, B.S., R.N.
President

cc: Juanita Hunter, Chairperson
Cabinet on Human Rights
Lyndall Eddy
Irene Trowell-Harris